What the Minutes Show

A Documentary Record of Organizational Labor, Roles, and Coercive Control

Future Traditions Foundation / SonneBlauma Danscz Theatre / ArtBark International
1998–2018

Compiled and submitted by ʻIolani Puʻu Kolenc
formerly Misa M.M. Kelly

Founding Director, Future Traditions Foundation
Founding Artistic Director, SonneBlauma Danscz Theatre / ArtBark International

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Foreword: The Question That Started This Record

This document begins not with a board meeting but with a private email sent in the middle of the night on September 21, 2012.

By that point, the Future Traditions Foundation and SonneBlauma Danscz Theatre had been operating for fourteen years. The organizational records — the minutes, the financial books, the grant files, the volunteer hour logs — existed. But something had happened that made those records feel suddenly uncertain.

The founder wrote to a trusted colleague and asked, simply: *"Am I deceiving myself?"*

The Original Email — September 21, 2012

Source Document
Email from Misa Kelly to Kaita Lepore, September 21, 2012, 11:55 PM. Forwarded by ʻIolani Puʻu Kolenc, February 21, 2026, with accompanying statement.

> *"Working it and trying to push through the growing pains. Something came up and I discovered my beloved feels as if he has played a major role in building up SonneBlauma and now ArtBark. He can't forgive me for ending SonneBlauma. I was shocked because I was under the impression that I have carried the bulk of the workload and have been the prime instigator with many of the projects. I need a reality check — am I deceiving myself? I know I would never have been able to be a part of this unfolding without his support and help — but then again when I consider the nuts and bolts of the sweat equity. Maybe I am locked into some weird sick misperception about this. I feel like I am going nuts! How can we get back to not hurting each other?"*

Several things about this email are clinically and evidentiary significant:

- It was written contemporaneously — in real time, in 2012, before any legal proceedings, before any formal record review.
- It reflects active reality-testing: the writer is not asserting victimhood but genuinely questioning her own perception.
- It uses language — "going nuts," "weird sick misperception" — that clinicians working with coercive control recognize as characteristic of someone whose accurate perception of reality has been sufficiently destabilized to cause self-doubt.
- It explicitly acknowledges his support and contributions while asking whether the claimed equivalence is accurate — a distinction the organizational minutes subsequently confirm.

The Response — September 22, 2012

> *"SonneBlauma certainly wouldn't have existed without you — I am continually impressed and grateful for all the energy you have poured into SonneBlauma*

and ArtBark and the gifts you have given to me and the rest of the dance community. But even if you hold most of the sweat equity, over the years, I have noticed that Stephen is also deeply committed and invested in these projects in his own way. Not only as a support to you, but also as a contributing artist. From that perspective, it doesn't surprise me that he would feel as if he played a major role, and that he would feel a loss for ending SonneBlauma and even some entitlement to having his thoughts and feelings considered."

This response was well-intentioned. It is also, viewed through the lens of coercive control dynamics, an example of what advocates call the **"both sides" response** — a pattern that, however sincerely offered, functions to validate the inflated perception and redirect responsibility toward the target.

Key observations:

- The foundational claim is confirmed: "SonneBlauma certainly wouldn't have existed without you."
- The pivot immediately follows: his feelings of major contribution are explained and normalized.
- The phrase "some entitlement to having his thoughts and feelings considered" assigns relational obligation to the founder, with no reciprocal acknowledgment of the founder's entitlement to accurate recognition of her labor.
- The analogy Kaita uses — her partner Mike doing more work while she feels invested — actually describes the same dynamic but frames it as a reason the founder should accommodate the partner's inflated perception, rather than as evidence of a pattern worth examining.
- The response closes with "I love you both" — a sincere expression that, in coercive control contexts, effectively neutralizes the target's reality-testing by positioning the abuser's claim as equally valid.

This is not a criticism of Kaita. The "sweet mask" dynamic of coercive control is specifically designed to produce exactly this kind of response from well-meaning third parties. The abuser's public presentation is often compelling precisely because it is calibrated to be. That calibration is part of the control mechanism.

Thirteen Years Later — February 2026

ʻIolani Puʻu Kolenc forwarded this correspondence on February 21, 2026, with the following statement:

"Kaita: I am sending this 13 years later, without 'fawning'. With all due respect, your response is such that it adds fuel and energy to what I experienced is over 30 years of gaslighting, coercive control, and domestic violence behind a very sweet mask, that was what I left in August. I am sorry, being emotionally invested, and deeply invested, is bullshit. I was exploited, financially extracted from, and while it is true, his brother's foundation and his father donated finances to the organization, it was a lie that he contributed significantly. I went through the minutes, the work records, the financial records, the books, and I am taking

my mana back. With domestic violence, in my view, you don't get to be friends with 'both'."

This statement is the origin of the documentary project that follows. The organizational records — the minutes, the financial reports, the volunteer hour logs, the grant files — were reviewed systematically. What they show is documented in the pages below.

Clinical and Relational Context

Multiple treating providers have identified patterns of narcissistic personality disorder (NPD) in the thirty-year intimate partner relationship referenced in this document, with coercive control being the framework with her current treating provider. The behavioral patterns visible in the organizational record are consistent with that clinical framing. The following observations are offered not as diagnosis but as context for understanding what the minutes document.

1. Identity Appropriation Through Organizational Embedding

The organizational minutes document the founder building FTF from 1998, carrying what the 1999 board record explicitly describes as 98% of the work, funding the organization personally, and functioning as sole operational driver across two decades. His claiming of a "major role" in building the organization is consistent with what clinicians describe as **identity appropriation** — a pattern in which a coercive partner embeds themselves in the target's creative or professional work and gradually assumes co-authorship of achievements they did not generate. This pattern is particularly common in artistic and nonprofit contexts where labor is diffuse, informal, and rarely formally attributed.

2. DARVO: Accountability Inversion

The 2012 email documents a specific dynamic: the founder ended SonneBlauma — a decision within her founding authority — and he **"can't forgive"** her for it. This inverts the relational reality: the person who built the organization is positioned as having wronged the person who participated in it. DARVO (Deny, Attack, Reverse Victim and Offender) is a documented coercive control mechanism in which accountability is deflected by recasting the target as perpetrator. The organizational context makes the inversion particularly visible: the founder is held responsible for a decision she had every right to make about an organization she created.

3. Reality Destabilization as a Feature of Coercive Control

The language of the 2012 email — *"Maybe I am locked into some weird sick misperception about this. I feel like I am going nuts"* — is not hyperbole. Clinicians who work with coercive control recognize this exact presentation: the target begins to doubt their own accurate perception of reality. The organizational minutes provide forensic clarity on this point. The documentary record confirms that the founder's perception was accurate. She was not experiencing a misperception. She was experiencing the effect of sustained gaslighting, which the Cardiac Theory of Gaslighting (archived at the Internet Archive, Lived Experience

University) addresses as a somatic and cognitive phenomenon with measurable effects on the target's capacity for self-trust.

4. Financial Extraction

The January 2008 board minutes document the founder donating $3,752.97 in direct donations and items purchased for the company in a single year. His donation in the same period was $500. This ratio is consistent across multiple years of records: the founder's personal resources were repeatedly channeled into the shared organizational enterprise while his claimed contribution was inflated in narrative. The 2026 statement names this directly: *"I was exploited, financially extracted from."* The financial records support this characterization.

5. The Sweet Mask and Third-Party Witness Limitations

The 2026 statement describes thirty years of abuse "behind a very sweet mask." This is clinically significant. Coercive control frequently presents to outsiders — friends, colleagues, board members — as a deeply committed, invested, loving partner. The mask is specifically what makes the "love you both" response predictable and, from the target's perspective, additionally isolating. Kaita saw the mask. The mask was compelling. This is not a failure of Kaita's perception; it is a feature of how coercive control operates. The clinical literature on intimate partner violence consistently documents that abusers invest significantly in cultivating a public presentation that renders third-party witnesses unreliable as validators of the target's experience.

6. The Role of the Organizational Record

For these reasons, the organizational minutes are not merely administrative documents. They are **forensic evidence** of what actually happened. They were generated over twenty years, by multiple different secretaries and participants, without any intent toward the present analysis. They cannot be revised retroactively. They document, meeting by meeting, who called the meetings, who prepared the agendas, who gave the financial reports, who did the bookkeeping, who wrote the grants, who managed the compliance, who maintained the records, and who carried the organization forward through each transition.

That record is the subject of everything that follows.

Key to Initials

Initials	Name
MK	ʻIolani Puʻu Kolenc / Misa M.M. Kelly
SW	Sarah Wingren
DH	David N. Hunt
TH	Theresa Hensen
SK	Stephen Kelly
GM	Gerry Marr
AC	Anaya Cullen
KM	Kaita Mrazek / Kaita Lepore
TM	Trina Mannino
CS	Cecily Stewart
HC	Heather Carney (visitor / discussed for board)

1998–1999 Minutes

June 9, 1998 — First Meeting of Board of Directors

Board Members Present: David N. Hunt (DH), Sarah Wingren (SW), Misa M.M. Kelly (MK)
Absent: Theresa Hensen (TH)
Roles Established:

- SW elected President
- DH elected Vice President
- MK elected Secretary & Treasurer

Actions Recorded:

- MK presided as temporary Chairperson; SW acted as temporary Secretary
- Adoption of bylaws
- Established principal office at 2911 La Combadura, Santa Barbara
- MK used personal funds as startup loan for Foundation bank account at Santa Barbara Bank & Trust
- Authorized DH, SW, MK, and TH as bank signers
- Discussed tax-exempt status and IRS application process
- Approved officer compensation structure ($0 salary / $50 meeting IOU)
- Discussed fundraising strategy, artistic programming, future performances
- Discussed election of Michelle Murphy as additional board member
- Minutes signed by MK as Secretary

November 2, 1998 — Second Meeting

Board Members Present: DH, SW, MK
Actions Recorded:

- MK presented IRS correspondence and drafted reply; MK moved Federal Express delivery of response
- DH suggested simplifying bylaws
- MK presented nonprofit development resources and organizational documentation
- Discussed pilot projects “Collective” and “Islands of Joy”
- Resolved to seek counsel from Sid Smith and Bev Berry
- Waived prior $50 officer meeting fees and forgave existing IOUs
- Minutes signed by MK as Secretary

November 16, 1998 — Third Meeting

Board Members Present: DH, SW, MK
Actions Recorded:

- MK presented second IRS response letter
- SW proposed grammatical corrections to IRS letter
- MK moved to send IRS response Federal Express Overnight
- Minutes signed by MK as Secretary

January 14, 1999 — Fourth Meeting

Board Members Present: SW, MK
Actions Recorded:

- MK presented Corporate Records Book for review
- MK, acting as Treasurer/Secretary and Executive Director, verbalized to-do list while SW entered data
- MK presented WEV materials on mission, values, marketing, and business plan
- Discussed acquisition of fireproof safe for records
- Minutes signed by MK as Secretary

January 21, 1999 — Fifth Meeting

Board Members Present: SW, MK
Actions Recorded:

- MK led discussion of policies, structure, bookkeeping, and administrative procedures
- Discussed collaboration with Laura Lynch
- Discussed Art Shack, Golden Gifts program, website development by end of 1999
- Minutes signed by MK as Secretary

January 26, 1999 — Sixth Meeting

Board Members Present: SW, DH, MK
Actions Recorded:

- MK presented Adopt A Dancer progress report, goal sheets, and vision board
- Approved creation of vision boards for Foundation projects

- Approved deposit of $500 donation into Foundation account
- Minutes signed by MK as Secretary

May 25, 1999 — Seventh Meeting

Board Members Present: SW, DH, MK
Actions Recorded:

- MK gave full review of first year of Foundation activities
- DH proposed project evaluation framework
- MK filling in SW on tasks to carry during absence in June
- **RECORDED IN MINUTES:** "Misa Kelly contributing 98% of work efforts" — a statement recorded by others, in the official corporate record, in the organization's first year.
- MK stressed the value of all contributions while acknowledging she carried the bulk of work
- Discussed DH potentially withdrawing from board
- Minutes signed by MK as Secretary

September 1, 2000 — Ninth Meeting

Board Members Present: SW, MK

- MK (Executive Director) reported on FTF hosting Stephanie Gilliland workshop

January 3, 2001 — Tenth Meeting

Board Members Present: SW, MK

- Discussed supporting community artist's "Dreams in Motion Project" under FTF umbrella

May 9, 2004 — Board Meeting

Board Members Present: SW, MK

- MK and SW reviewed accomplishments and developed to-do list
- MK assigned primary operational tasks: file organization, Art Shack statement, budget information, board packet for SW

June 21–22, 2005 — Teleconference Board Meeting

Board Members Present: SW, MK
Significant documented contributions:

- MK reported Foundation operating on 100% volunteer efforts
- MK documented approximately 300 volunteer hours donated in web design, development, and maintenance (her own labor)
- MK documented approximately 80 additional volunteer hours building the FTF website
- MK responsible for bookkeeping, accounting, and overseeing all projects
- MK assigned the majority of all items on the organizational to-do list
- SK listed as Advisory Council Member only — suggested a six-month trial period for new board members

November 17, 2006 — Board Meeting

Board Members Present: MK, SK, GM, AC
Absent: SW (unexcused)

- First recorded meeting at which SK is present as a board member
- MK gave Executive Director's Report; reported successful fundraising
- SK suggested brainstorming a list of people to ask for donations
- Minutes note: "Thanks to Stephen for getting office supplies" — SK's most substantive operational act recorded in these minutes
- SK indicated the organization should have a budget
- Discussion of whether to dissolve FTF; decided not to dissolve

2007–2008 Minutes

February 2, 2007 — First Meeting 2007

Board Members Present: MK, SK, SW (by telephone)
Roles Referenced: SW — President; MK — Executive Director

- MK gave Executive Director's Report; bookkeeping review
- MK prepared and distributed full agenda and task list
- SK: to investigate American Riviera Bank for possible account transfer
- SK moved to adjourn

June 1, 2007 — Second Meeting 2007

Board Members Present: MK, SK, AC

- MK called meeting to order; gave Executive Director's Report covering finances and earmarked funds
- MK applied for Profant Foundation grant; organized and produced spring 2007 newsletter
- Discussed whether SK/Buddhi music collaboration projects are FTF-sponsored — raised as open question
- SK moved to adjourn

October 25, 2007 — Third Meeting 2007

Board Members Present: MK, GM, SK, AC

- Moment of silence for Sarah Wingren's death; discussion of memorial
- MK gave Executive Director's Report; reviewed accounts and future programming
- SK elected Vice President
- SK discussed holding organizational vision; suggested Santa Cruz Island retreat
- SK gave music update; agreed to read at least first paragraph of emails

January 19, 2008 — First Meeting 2008

Board Members Present: MK, GM, SK, AC

- MK gave full financial report: MK donated $3,752.97; SK donated $500
- MK reported holiday fundraising success
- Discussion of organizational sustainability: Anaya noted MK carrying bulk of time and finances
- SK raised question of what would happen if MK took a one-year sabbatical
- SK motioned to invite Venus Nasri and Kaita Lepore to board meetings

July 19, 2008 — Second Meeting 2008

Board Members Present: MK, GM, SK, AC, Kaita Lepore

- MK gave Executive Director's Report; gave full organizational overview and BOD training session
- MK developed and presented BOD training manual, recruitment process, roles and responsibilities, org chart
- Everyone thanked MK for preparing literature, documents, and food
- SK: suggested committees; led Recruitment and Planning Committees until Jan 2009

July 21, 2008 — Email: "Planning for 2009"

Note: This email documents SK in an advisory/brainstorming capacity. SK proposed programming ideas; MK raised substantive operational concerns in response. SK offered to contribute choreography "subject to approval of the company, once a few small details like time, dancers, and money are clarified." Operational execution remained with MK.

December 6, 2008 — Third Meeting 2008

Board Members Present: MK, GM, SK, AC, Kaita Lepore

- MK distributed meeting outline; gave financial report; handled Getty Images copyright crisis
- MK: newsletter, website update, form 990, Profant Grant, photoshoot coordination
- MK gave full 2009 season planning report
- MK ran mission statement and fundraising committees solo
- SK led planning committee; moved 2009 officer slate

2014–2018 Minutes

June 8, 2014 — Board Meeting

Board Members Present: SK, MK, GM

- MK proposed scanning and archiving Foundation records to PDF
- Discussed ArtBark residency in Connecticut, MixMatch Festival, ADaPT model, Slovenia project

September 7, 2014 — Board Meeting

Board Members Present: SK, MK, KM, GM, AC

- MK created board website on Google Sites with PDF records, templates, bylaws, deadlines
- SK and MK applied for and received IRS nonprofit reinstatement within days
- SK elected President; GM — Vice President; MK — Treasurer; KM — Secretary
- SK and MK donated $400 to cover IRS reinstatement fee

April 12, 2015 — Board Meeting

Board Members Present: SK, MK, KM, GM — all in person. AC via telephone only.

- MK walked board through Google Sites; gave county grant update
- Board approved applying for county grant funding

July 31, 2016 — Board Meeting

Board Members Present: SK, MK, KM, GM, TM (via Skype)

- SK moved to add Trina Mannino to the board; all in favor
- KM stepping back from secretary role
- MK: organized bank statements by year; uploaded to Google Drive; extensive archiving work
- MK updates: Slovenia, new solos, book project, Aging Body Project with TM
- SK: organized Buzz, choreographed Nagasaki tribute piece
- Long-term vision discussion from all board members; MK proposed mindfulness/values update

September 17, 2017 — Board Meeting

Board Members Present: KM, AC, TM, MK, SK

- MK gave treasurer's report including insurance information
- Cecily Stewart approved to join board
- TM and MK to create 3 months of social media content together

May 27, 2018 — Regular Meeting

Board Members Present: SK, MK, CS

- SK moved CS be named Secretary; MK seconded
- MK brought up adding CS as check signer; MK will send out operations manual

May 27, 2018 — Special Meeting (Banking)

Board Members Present: SK, MK, CS

- MK moved to add CS as signer on FTF Union Bank account for local accountability and transparency

June 23, 2018 — Board Meeting

Board Members Present: SK, MK, CS, TM

- Bylaws review session: MK led all substantive amendment work
- SK raised "interested directors" compliance issue (Section 6)
- SK moved two procedural amendments: email as written consent; reduce meetings to 1 annual minimum
- MK proposed multiple substantive amendments to purposes, compensation language, meeting structure
- Officers confirmed: SK — President, TM — Vice President, MK — Treasurer, CS — Secretary

Individual Contribution Analysis

MK — ʻIolani Puʻu Kolenc

Roles: Founding Director; Secretary & Treasurer (1998+); Executive Director (2000+); Authorized bank signer; Primary organizational continuity-holder

Documented Labor — all of the following carried by MK alone:

- Bookkeeping, financial reporting, budget tracking
- Grant applications and follow-up
- IRS and nonprofit compliance
- Meeting minutes preparation and signing
- Corporate Records Book maintenance and digitization
- Website development and all digital systems (~380 documented volunteer hours by 2005)
- Agenda development and Executive Director's Reports
- Donor correspondence and fundraising packet assembly
- Artistic direction, programming, master class coordination, international touring
- Board training manual; BOD recruitment processes
- Personal in-kind donations of funds, materials, and labor throughout

Contemporaneous Record
"Misa Kelly contributing 98% of work efforts" — recorded in official board minutes, May 25, 1999, by others present. This statement was made in the first year of the organization and is the most direct contemporaneous evidence in the entire record.

SK — Stephen Kelly

Roles: Advisory Council Member (2005); Board Member; Vice President (October 2007); President (2009+)

Bylaw Contributions — Corrected Record
SK raised one compliance concern and moved two procedural amendments across the entire 1998–2018 record, all in a single meeting (June 2018). All substantive bylaw work — research, reading

through articles, drafting language, proposing changes to purposes and compensation structure — was led entirely by MK. The prior characterization of SK as contributing "extensively" to bylaw development is not supported by the minutes.

What the record does support:

- Meaningful artistic and music-programming contributions
- Active governance participation: moving motions, attending meetings, raising procedural questions
- Fundraising and donor brainstorming participation
- Led Recruitment and Planning Committees (2008–Jan 2009)
- Worked with MK on choreography and music collaborations

What the record does not support:

- SK as primary operational or administrative driver
- SK as continuity-holder for bookkeeping, compliance, grants, or records
- SK as extensive bylaw contributor
- SK's claim of having played a "major role" equivalent or comparable to the founder's role

Financial note: In the single year documented in detail (2007–2008), MK donated $3,752.97 in direct contributions and purchased items; SK donated $500. This ratio is consistent with the broader pattern visible across the records.

SW — Sarah Wingren

Roles: Founding Director; President (1998–2007); Authorized bank signer

- Central governance figure in the founding years
- Presided as President; participated in bylaws, tax-exemption work, mission development
- Participation shifted to primarily remote/email-based by 2005
- Death acknowledged October 2007 with moment of silence

Other Board Members

DH — David N. Hunt: Vice President (1998); founding governance; proposed project evaluation framework; suggested bylaw simplification.
TH — Theresa Hensen: Director; signed foundational documents; frequently absent.
GM — Gerry Marr: President (2008); called meetings to order; board culture support; offered scanner for digitization; music/Kirtan participation.
AC — Anaya Cullen: Secretary (2007–2008); recorded minutes; raised workload imbalance concerns; artistic contributions.
KM — Kaita Mrazek: Secretary (2015); governance participation; stepped to supportive role by 2017.
TM — Trina Mannino: Added to board July 2016; Vice President (2018); social media planning with MK; ArtBark organizer.
CS — Cecily Stewart: Secretary (2018); signed minutes; added as local check signer.

Master Comparative Contribution Matrix

Reflects what the surviving written minutes document only. Does not measure private labor, emotional support, or informal contributions.

Role / Function	MK	SW	DH	SK	GM	AC	KM	TM	CS
Founder	YES	YES	YES						
President		YES 1998–2007		YES 2009+	YES 2008				
Vice President			YES 1998	YES 2007–2009	YES later			YES 2018	
Secretary	LEAD 1998+	Temp. first mtg				YES 2007–2008	Discussed 2015		YES 2018
Treasurer	LEAD 1998+								
Executive Director	LEAD								
IRS / Compliance	LEAD	Participated	Participated	Reinstatement 2014					
Bookkeeping	LEAD only								
Financial Reporting	LEAD only								
Grant Applications	LEAD only								
Minutes / Records	LEAD	Participated		Approval only	Participated	Recorded some	Participated		Signed
Archiving / Digitization	LEAD			Supported	Scanner access				
Website / Digital Systems	LEAD ~380 hrs 2004–2005	Domain participant		Discussed infrastructure				Social media	
Bylaw Development	LEAD substantive drafting	Participated	Suggested simplification	TWO PROCEDURAL MOTIONS 2018 only	Participated		Participated	Participated	Participated
Meeting Organization	LEAD	Participated		Participated	Participated				
Fundraising	LEAD	Participated	Participated	Participated	Participated	Participated			

Artistic Direction	LEAD	Participated		Music projects	Community collab.	Participated	Participated	Participated	
Music Programming				LEAD	Participated				
Social Media							Participated	LEAD support	
Continuity Labor	PRIMARY 1998–2018	Foundational 1998–2007	Early only	Moderate episodic	Moderate supportive	Moderate	Moderate	Moderate	Limited

Observational Summary

The Central Finding

The question asked in the 2012 email — *"Am I deceiving myself?"* — is answered by the documentary record:

No. The perception was accurate.

The minutes document, meeting by meeting across twenty years, that ʻIolani Puʻu Kolenc (then Misa Kelly) carried the organizational infrastructure of Future Traditions Foundation and SonneBlauma Danscz Theatre. The bookkeeping, the compliance, the grants, the records, the agendas, the financial reports, the donor correspondence, the website systems, the board training, the artistic programming — the record places all of it at her door.

The contemporaneous 1999 board record places the number at 98%.

The claim that he played a "major role" equivalent to the founder's role is not supported by the documentary record. His contributions were real and are documented honestly here. But the characterization of those contributions as equivalent to the founder's is contradicted by the evidence at every level: the minutes, the financial records, the grant files, and the volunteer hour logs.

The Cost of Not Knowing

The 2012 email captures something clinically important: the cost of sustained gaslighting is not merely emotional. It is epistemic. The target loses access to her own accurate knowledge. She begins to doubt what she knows to be true. She writes to a friend in the middle of the night asking for a reality check about her own life's work.

The purpose of this document is to provide what no individual relationship can provide: a record that cannot be revised, reframed, or argued away. The minutes are what they are. They were

written by multiple people, across many years, without any knowledge that they would one day be read in this context.

They say what they say.

Archival Note

This document, together with the source minutes, is archived at the Internet Archive as part of the Lived Experience University collection. The organizational records themselves — the board minutes from 1998 through 2018 — are available in the same archive for independent verification.

— End of Record —